





25th Anniversary Symposium

Workforce Recruitment Program (WRP)

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WRP Overview



- The Workforce Recruitment Program (WRP) is a Federal-wide recruitment and referral program designed to connect Federal employers with qualified candidates with disabilities for temporary and permanent positions.
- The DoD Office of Diversity Management and Equal Opportunity manages DoD participation in the WRP under the purview of the Department of Labor, Office of Disability Employment Policy.
- The WRP supports the advancement of the Federal mission and efforts to fulfill the Human Capital Strategic Plan to shape a diverse, balanced, and mission-ready civilian workforce. The program is an effective avenue to implement Section 501 of the Rehabilitation Act of 1973 and Executive Order 13548, *Increasing Federal Employment of Individuals with Disabilities* (July 26, 2010).
- The WRP offers Components access to one of the largest pools of Schedule A non-competitive eligible candidates (approximately 1800 in 2016). The U.S. Office of Personnel Management and the Equal Employment Opportunity Commission recognizes the WRP as a model for recruitment.

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Joint Commitment to the WRP



Secretary of Defense Ashton B. Carter and Secretary of Labor Thomas E. Perez commemorated the 20th anniversary of the WRP by signing a joint memorandum renewing Federal commitment to the advancement of the program.

THE WORKFORCE RECRUITMENT PROGRAM FOR COLLEGE STUDENTS AND RECENT GRADUATES WITH DISABILITIES

MEMORANDUM FOR HEADS OF FEDERAL DEPARTMENTS AND AGENCIES

SUBJECT: Celebrating 20 Years of Employment for College Students and Recent Graduates with Disabilities

This year we celebrate the 20th anniversary of the Workforce Recruitment Program for College Students and Recent Graduates with Disabilities (WRP). The program has been recognized by the Office of Personnel Management and the Equal Employment Opportunity Commission as a proven affirmative strategy to increase the representation of individuals with disabilities in the Federal workforce. The program is a vital component of our joint efforts to fulfill the intent of President Obama's Executive Order 13548, "Increasing Federal Employment of Individuals with Disabilities," signed July 26, 2010.

Since 1995, the WRP has supported Federal departments and agencies in recruiting, retaining, and advancing individuals with disabilities. The WRP began as a pilot program within the Department of the Navy, and achieved such success that it was expanded across the entire Department of Defense. Today the program is managed by the Department of Labor, with the Department of Defense remaining its largest and most committed stakeholder.

As we celebrate the 20th anniversary of the WRP and the 25th anniversary of the Americans with Disabilities Act, we urge senior leaders to renew their support of and commitment to the WRP. By leveraging this innovative program, Federal departments and agencies will both fill essential positions with extraordinarily talented individuals and advance a more diverse and inclusive workforce. The WRP talent pipeline can be hired for temporary assignments and permanent placements. All candidates are eligible under Schedule A noncompetitive appointment authority as set forth in Title 5, Code of Federal Regulations, Part 213.3102(u). Please encourage your selecting officials to consider candidates referred through the WRP.

Attached is background material on the WRP. For more information, visit the WRP's web site at wrp.gov or email the Department of Defense Office of Diversity Management and Equal Opportunity at OSD.Ability@mail.mil.

Thomas E. Perez
Secretary of Labor

Ashton B. Carter
Secretary of Defense

Attachment:
As stated





DoD WRP Participation



- DoD is the largest and most committed Federal stakeholder of the WRP—Components hire approximately 300 interns per year.
- The WRP talent pipeline becomes available each December through the WRP website at wrp.gov.
- Applicants are hired through the Schedule A non-competitive hiring authority for 14 week internship placements with centralized funding and are eligible for temporary and permanent conversions by DoD Components.
- Approximately 1800 candidates are available to be hired each year.
  - 10 percent of WRP candidates are Veterans.
  - Candidates attend schools across the country and in Puerto Rico and range from community college students to PhD students.
- Please direct your selecting officials to consider candidates referred through the WRP.

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DoD WRP Achievements and Goals



2015 Achievements

✓Temporary and Permanent placements increased by three percent.

✓Veterans' participation in the program rose to 10.52 percent and made up 14.66 percent of total hires—approximately doubled from FY14.

✓Joint letter signed by Secretary Carter and Secretary Perez

✓Started process of redeveloping Federal-wide Steering Committee

✓WRP Event served as successful networking opportunity further connecting DoD with the disability community aiding with facilitation of permanent placement goals

2016 Goals

❑Track DoD Component hiring to ensure a five percent increase above FY 2015 participant and permanent placement levels.

❑Emphasize and promote permanent placement conversions and develop strategies for Components to adopt for future program years.

❑Ensure Components with five authorizations or less utilize all authorizations.





The WRP Process



May	June	August	December	January	July	September
School Registration	Recruiter Registration	Student Registration	Employer Registration/Database Release	Hiring Officially Begins	WRP Awards Ceremony	Program Ends

Visit ww.wrp.gov to participate in the program







Development of the WRP Talent Pipeline



- Campus Coordinators register their schools for the WRP in the spring and encourage their students to participate.
- Students register in the fall, and are confirmed for participation by their campus coordinators.
- Over 300 accredited institutions participated in WRP representing over 1800 students and recent graduates in 2016





WRP Recruitment



- Following candidate registration, trained federal recruiters are assigned schools to interview eligible college students and recent graduates with disabilities from across the country.

- Recruiters conduct interview evaluations for each candidate. In order to be included for the website, an applicant must meet professional benchmarks in the evaluation.

- Recruiters submit the evaluations of qualified and diverse candidates categorized by job interest, degree program, geographic location and other factors to the WRP website for employers to access in December via www.wrp.gov



2016 WRP Candidate Pool



Over 300 accredited institutions participated in WRP this year representing approximately 1800 candidates including:

- 131 Veterans
- 151 Engineers
- 104 Accountants
- 148 Health Care Professionals
- 39 Law Students
- 293 Information Technology Based Majors
- 274 Graduate Students
- 29 MBAs
- 21 Doctoral Candidates





WRP Employment



- To survey and select candidates, employers register for an account at: www.wrp.gov.
- Components contact students directly to coordinate interviews and make job offers.
- Each Component has a designated WRP Coordinator to manage the WRP hiring process within the agency.
- Each hire is guaranteed a maximum of 14 weeks of employment.
- Participants may work their 14 weeks as full-time or part-time employees in consultation with their supervisors.
- Extensions beyond 14 weeks are possible via approval of OSD.
- Employment may begin anytime starting the first Monday of January and ends September 30th each year.
- WRP participants earn salaries via the General Schedule (GS) at the highest grade for which they qualify (up to a GS-15).





Computer/Electronic Accommodations Program (CAP)



- Assistive technology is available through the Computer/Electronic Accommodations Program (CAP).
- **Blind/Low Vision Accommodations**: Screen readers, screen magnification systems, scanner, scanner reader software, closed circuit televisions (CCTVs), and portable note takers
- **Cognitive Accommodations**: Scanner reader software, digital voice recorders, talking dictionaries, and word prediction software
- **Deaf/Hard-of-Hearing Accommodations**: Teletypewriters (TTYs), PC-TTY modems, web cameras, telephone amplification devices, assistive listening devices, visual signaling devices, and voice-carry over telephones.
- **Dexterity Accommodations**: Alternative keyboards (adjustable and compact), voice recognition software, telephone headsets, and pointing devices.
- **Communication Accommodations**: Word prediction software, and voice amplifiers.
- **Accommodation Services**: Sign language interpreters or reader services for the student's first-day orientation session and technology-related training (two days or longer).
- **Submit a CAP WRP Request Form**:
  - Visit WRP Central (www.wrp.gov) for a listing of WRP activities and CAP resources.
  - Inform WRP student of the CAP needs assessment and accommodation process.
  - Go online to request the appropriate accommodations at
  - http://cap.mil/Request/Request.aspx





WRP Awards Ceremony



- Each summer, DoD hosts a WRP awards ceremony in honor of Judith Gilliom, the first DoD department-level Disability Program Manager
- Senior-level DoD leaders honor exemplary WRP participants, recruiters, and coordinators.
- Provides a professional networking opportunity for WRP participants and alumni interested in long-term federal employment.







WRP Workplace Benefits



- **Diversity:** A diverse applicant pool of candidates interviewed and evaluated by trained federal recruiters. Employers fill essential positions with talented individuals and advance a more diverse and inclusive workforce.
- **Flexibility:** WRP participants may work full-time or part time with the approval of the supervisor.
- **Conversions:** WRP participants can be converted to temporary or permanent positions via the Schedule A hiring authority.
- **Federal Policies:** The WRP is a model program for fulfilling Executive Order 13548, "Increasing Federal Employment of Individuals with Disabilities," signed July 26, 2010 and advances DoD's longstanding goal of a civilian workforce in which 2 percent of employees are individuals with targeted disabilities.





WRP Benefits: The Hiring Process



Federal Hiring Challenges		WRP Hiring Benefits
Recruiting and Retaining Talent Under the Age of 30	<	College Students and Recent Graduates
Competitive and Delayed	<	Schedule A Non-Competitive Hiring Authority
Budgetary Constraints	<	Centralized Funding





Contact Information



For more information on the WRP, please contact :

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WRP Website
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